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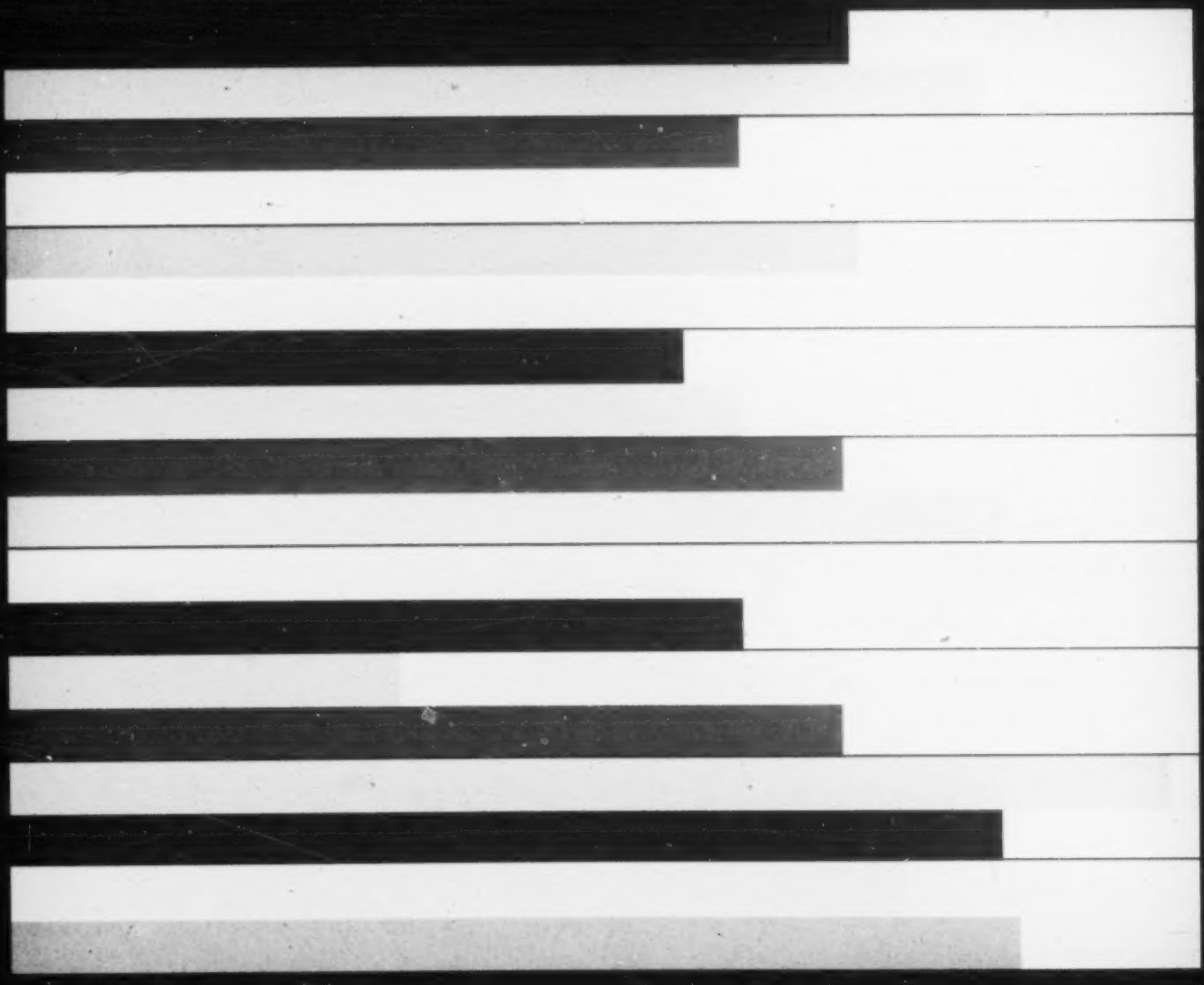
Private

National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities



College and University Personnel Association

1991-92 National Faculty Salary Survey by Discipline and Rank

in Private Colleges and Universities

College and University Personnel Association
Washington, D.C.

In Conjunction With

Appalachian State University
Boone, North Carolina 28608

The College and University Personnel Association (CUPA) is an international network of nearly 6,000 human resource administrators representing more than 1,500 colleges and universities. Through regular and special publications and studies, CUPA works to keep its members informed of the latest legal, legislative, and regulatory developments affecting human resource administration, as well as trends and innovative policies and practices in the field. Services include a semimonthly newsletter, a journal, an annual convention, regional meetings, and seminars on timely topics of special interest to human resource professionals. CUPA is an AA/EEO employer. For further information, contact, CUPA, 1233 Twentieth St., N.W., Suite 503, Washington, D.C., 20036, (202) 429-0311.

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ACKNOWLEDGMENTS

The CUPA *1991-92 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities* has been a collegial undertaking in the best sense of the term. The College and University Personnel Association (CUPA) with headquarters in Washington, D.C., cooperated with Appalachian State University in Boone, North Carolina to produce this survey report.

Special thanks go to CUPA Executive Director Dr. Richard C. Creal, Lourie W. Reichenberg, Director of Communications and Research, and Susan E. Cipollini, Research Coordinator, and to the CUPA Executive Committee for their continued support of this annual national survey. Appreciation is also sincerely expressed to all of the members of the CUPA Academic Personnel Council over the past few years for their enthusiasm and insights.

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Ruby Dunn, Office Administrator of CUPA National Faculty Salary Surveys
Kimberly Murdock, undergraduate student in Psychology
Mariam Owens, Research Educationist, Office of Equal Opportunity Programs
Anna Suddreth, M.A. graduate student in School Counseling

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Finally, very special thanks go to those 517 private college and university presidents and chancellors who participated in this survey.

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Executive Summary

For the tenth consecutive year (1982-83 through 1991-92) the College and University Personnel Association (CUPA) in Washington, D.C., in conjunction with Appalachian State University, in Boone, North Carolina have researched and produced an annual survey of faculty salaries by discipline and rank in the nation's private colleges and universities. This current survey, the CUPA *1991-92 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities,* involved 517 private colleges and universities.

Nine additional disciplines have been added to the survey during the past five years. In 1986-87 the survey covered 46 disciplines. In 1987-88 the disciplines of Allied Health, Engineering and Engineering Related Technologies, and Protective Services were added; three disciplines were added in 1989-90—Economics, Institutional Management, and Marketing Management and Research; and one discipline, Social Work, was added in 1991-92 bringing the current total to 55 disciplines.

A "broad brush" comparison of increases in annual overall salary averages for all ranks over the last eight years (including the "base year" of 1984-85) are listed below. Please note that although a majority of the participating colleges and universities are the same in each of the seven years, there is a significant minority of colleges and universities which are different.

SURVEY YEAR:	"Base Year" 1984-85	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92
NUMBER OF INSTITUTIONS:	451	440	478	475	470	460	494	517
NUMBER OF FACULTY:	42,568	38,890	46,597	45,544	45,698	43,533	47,264	47,629
AVERAGE SALARY FOR ALL RANKS:	$29,005	$29,768	$31,849	$34,444	$35,874	$36,818	$39,683	$41,349
PERCENTAGE INCREASE OF SALARY ANNUALLY:	0.00%	2.63%	6.99%	8.15%	4.15%	2.63%	7.78%	4.20%

"Special Studies," based on relevant data from the annual surveys, may be requested from CUPA for a nominal fee. (Please see the Special Study Order Form on page 49 of this survey report.) These studies consist of either comparisons of your choice of 10 or more specific institutions or comparisons of institutions with similar sets of characteristics. The studies have been very useful to administrators who make important faculty salary decisions because they can identify and make comparisons of a

narrower group of institutions instead of using the broad averages that are contained in this report. Special Studies are essential references for planning budgets and evaluating salary trends and pay plans. (Note that confidentiality is maintained by not reporting data for which less than four institutions responded, and no individual institutional names are reported.)

Finally, for those persons interested in salary changes within individual disciplines over time, "rolling" three-year salary-trend studies have been written annually for all the applicable disciplines beginning in 1986 for the years 1982-83 through 1985-86, etc. These articles have been accepted annually for publication in the national ERIC periodical *Resources in Education*.

INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed the development of a faculty compensation survey (page 2, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire along with rationale, instructions, and definitions. They sent the questionnaires to colleagues in 13 diverse CUPA colleges and universities for their review and comments. A review of the respondents' comments indicated that a model already in use by Oklahoma State University to gather similar data best met survey needs. The results of the review process were submitted by the Council to the CUPA Board of Directors for approval.

Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Later, during 1982-83, a similar survey, which included many more disciplines/program areas, was mounted for private colleges and universities with 299 institutions participating.

Subsequently, 355 private colleges and universities participated in 1983-84, 451 participated in 1984-85, 440 participated in 1985-86, 478 participated in 1986-87, 475 participated in 1987-88, 470 participated in 1988-89, 460 participated in 1989-90, 494 participated in 1990-91 and 517 participated this academic year, 1991-92.

The 1991-92 survey is a further step in the long-term plan to collect as complete information about faculty salaries as possible. Sustained collection of data on the same number of disciplines and institutions over a number of years eventually will establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1991-92), the survey is conducted every fall semester and includes most of the 50 two-digit program areas defined in *A Classification of Instructional Programs, 1990,* and many of the four- and six-digit areas. The results will be released at the beginning of each new year so that the most current data can be effectively used by line administrators.

For the eighth straight year additional information was collected from participating colleges and universities which held collective bargaining contracts with their faculty. It is anticipated that this will continue so that "special studies" and other studies can be requested by institutions at a nominal fee. Also, for the eighth straight year, the names of all participating institutions for the ten years of the survey are listed in Appendix B. We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested.

The reader's comments, suggestions, and questions are appreciated at any time and should be directed to CUPA, or to Dr. Richard D. Howe at Appalachian State University (704) 262-2124.

The Need

Current data on faculty compensation are currently being collected each year by the National Center for Education Statistics. The data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this survey.

Applications

This survey attempts to address these needs by collecting data on 55 disciplines of participating private colleges and universities in the U.S. and comparing the average, low and high salaries by faculty ranks across these disciplines. The disciplines selected for this survey are those that are most likely to be taught in the 517 private institutions which participated in the survey this year. Also collected are percentages of teaching faculty by rank in a given discipline.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities. In this marketplace, a faculty member needs to know what to request, based on the salaries of his or her peers. The administrator needs to know how much to pay for quality faculty without committing more than he or she can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty salary costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics such as classification, support, geographical location, budget and FTE enrollment, faculty and staff, an institution can request special studies comparing itself with a group of peers—10 or more institutions—using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special studies data are aggregate data of 10 or more institutions and with four or more data elements in each cell.

For the eighth straight year participating institutions may request, for a nominal fee, percentile rank (PR) studies which will provide them with both a percentile ranking for each discipline and for each rank in each discipline in comparison with 10 or more other participating institutions. Most importantly, we are able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR—e.g., from a 40 PR to a 50 PR.

This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

Finally, those institutions which participated in the seventh (1988-89) and tenth (1991-92) surveys may request salary-trend studies by selected discipline and/or by all disciplines in the study comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Other institutions which have participated in at least one of the surveys may have their data compared with the trend data in any configuration of 10 or more institutions. (Please understand, that only cells with four or more data elements are used.) Institutions which have not participated in any of the surveys may still request salary data of 10 or more institutions which have participated in any one or more of the surveys.

To order a Special Study, please use the Order Form on page 49.

Survey Results

Methodology

This CUPA *1991-92 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities* collected and tabulated full-time salary data for faculty in 55 selected disciplines. These were chosen from among the disciplines defined by *A Classification of Instructional Programs (CIP)*, 1990. Please see APPENDIX A for the list of disciplines/major fields used. The faculty salaries of 47,629 faculty members are found in APPENDIX A—The Data Tables. The list of 517 private institutions which participated in the annual survey is found in APPENDIX B. Also listed in APPENDIX B are all of the private colleges and universities which have participated in the annual survey from 1982-83 through 1991-92.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY—based on a nine- or ten-month academic year salary of full-time faculty only. Does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

AVERAGE SALARY—based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY—the highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY—the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT—the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .38 for associate professors in the discipline/major of Area and Ethnic Studies means that 38 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR—for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.20 for assistant professors of accounting means that their average salary is 20 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

RANK—the data are arrayed among the following academic ranks: Professor, Associate Professor, Assistant Professor, New Assistant Professor, and Instructor. The rank of "Lecturer" is not included in the survey.

NUM—the number of faculty members whose salaries were included to compute the average salary.

N/IS—the number of institutions which have reported salary data for a given academic rank and a given discipline/major field.

PARTICIPATING INSTITUTIONS—the number of institutions responding to the survey questionnaire.

NEW ASST PROF—the grouping of assistant professors who were hired for the first time in the Fall of 1991. All data for this group were included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS AND COMMUNICATIONS.

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were much lower for BUSINESS ECONOMICS (BE) as compared with COMMUNICATIONS (C):

	NUM	N/IS
BE	664	162
C	1140	256

2. Average Salary. The average salary for every rank in BUSINESS ECONOMICS was higher than that in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	53167	43787	38796	38474	29859	44080
C	46698	38540	31171	30772	24603	35380

3. High and Low Salaries. In BUSINESS ECONOMICS the "high salary" is higher than in COMMUNICATIONS in every rank and the "low salaries" are mixed.

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	94200	70000	65520	60000	53820	94200
C	75705	65000	47029	40309	42079	75705

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	26500	23136	13000	16000	10450	10450
C	25000	23013	17732	18476	14500	14500

4. Faculty Mix Percentage (FAC MIX PCT). The percentages of faculty in each rank are dissimilar. For example, in BUSINESS ECONOMICS, 28 percent of the faculty hold the rank of PROFESSOR compared with COMMUNICATIONS where 18 percent of the faculty hold the rank of PROFESSOR. This clearly indicates that BUSINESS ECONOMICS is an "old" discipline whereas COMMUNICATIONS is a relatively "new" discipline. The comparisons for all ranks between the two major fields are as follows (note that the NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	.28	.34	.34	.04	.04	1.00
C	.18	.29	.41	.06	.11	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "new" major field like NURSING (N) and an "old" field like PHILOSOPHY AND RELIGION (PR), and also how these differences compare with the overall average of ALL MAJOR FIELDS (AMF) in the study. The comparison for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are noted below:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.09	.26	.49	.06	.16	1.00
PR	.42	.28	.27	.04	.03	1.00
AMF	.32	.31	.32	.04	.06	1.00

5. Salary Factor. This variable permits comparisons between the average salary of faculty in a given rank of a given discipline and the average salary of all faculty members in that rank in all the disciplines of all reporting institutions. A constant number, 100 percent, represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS the average salary of PROFESSOR is 1 percent above the

average salary of all PROFESSORS from all reporting institutions and is 12 percent above the average salary of PROFESSORS in COMMUNICATIONS. The salary factors also show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.01	1.08	1.15	1.19	1.10	1.07
C	.89	.95	.92	.96	.91	.86

APPENDIX A

LIST OF SELECTED DISCIPLINES

AND

MAJOR FIELDS

AND

THE DATA TABLES

FACULTY SALARY SURVEY

DISCIPLINE: AGRIBUSINESS & AGRI PRODUCTION
MAJOR FIELD: AGRIBUSINESS & AGRICULTURE PRODUCTI 010000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	50299	9	6	34620	7	6	31830	14	8	21050	1	1	20415	2	2	36921	32	12
HIGH SALARY	71848			39020			52364			21050			21800			71848		
LOW SALARY	38192			30435			21050			21050			19030			19030		
FAC MIX PCT	0.28			0.22			0.44			0.03			0.06			1.00		
SALARY FACTOR	0.96			0.86			0.94			0.65			0.76			0.89		

DISCIPLINE: ARCHITECTURE & ENVIR. DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN 040000

AVERAGE SALARY	60423	65	11	44673	74	15	36090	58	14	33376	10	6	31762	23	6	45713	220	17
HIGH SALARY	89250			70000			51250			38000			70000			89250		
LOW SALARY	36900			24219			26001			28000			15600			15600		
FAC MIX PCT	0.30			0.34			0.26			0.05			0.10			1.00		
SALARY FACTOR	1.15			1.11			1.07			1.04			1.18			1.11		

DISCIPLINE: AREA AND ETHNIC STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES 050000

AVERAGE SALARY	52757	21	12	38085	23	13	33693	12	8	31450	2	2	25238	4	3	41485	60	25
HIGH SALARY	73056			55884			53173			33500			35000			73056		
LOW SALARY	33000			12000			28350			29400			18700			12000		
FAC MIX PCT	0.35			0.38			0.20			0.03			0.07			1.00		
SALARY FACTOR	1.01			0.94			1.00			0.98			0.93			1.00		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS AND MANAGEMENT 060000

AVERAGE SALARY	71688	325	90	50635	403	120	43324	512	123	41264	60	39	29948	85	47	51647	1325	166
HIGH SALARY	167000			95400			90100			65000			66000			167000		
LOW SALARY	27150			23275			11250			21500			18960			11250		
FAC MIX PCT	0.25			0.30			0.39			0.05			0.06			1.00		
SALARY FACTOR	1.37			1.25			1.28			1.28			1.11			1.25		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: ACCOUNTING 060201

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	59767	212	112	39880	984	164	40457	468	213	41843	43	41	32280	97	64	42009	1761	273
HIGH SALARY	103200			84310			70476			68000			67200			103200		
LOW SALARY	30880			23700			20640			23741			12500			12500		
FAC MIX PCT	0.12			0.56			0.27			0.02			0.06			1.00		
SALARY FACTOR	1.14			0.99			1.20			1.30			1.19			1.02		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ADMN & MANAGEMENT, GENERAL 060401

AVERAGE SALARY	59667	523	176	46070	736	213	40443	771	232	42732	86	63	28860	128	69	46334	2158	289
HIGH SALARY	139000			105000			77000			60000			58000			139000		
LOW SALARY	16000			16000			15000			22000			10800			10800		
FAC MIX PCT	0.24			0.34			0.36			0.04			0.06			1.00		
SALARY FACTOR	1.14			1.14			1.20			1.33			1.07			1.12		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS 060501

AVERAGE SALARY	53167	183	80	43787	228	105	38796	224	102	38474	24	19	29859	29	24	44080	664	162
HIGH SALARY	94200			70000			65520			60000			53820			94200		
LOW SALARY	26500			23136			13000			16000			10450			10450		
FAC MIX PCT	0.28			0.34			0.34			0.04			0.04			1.00		
SALARY FACTOR	1.01			1.08			1.15			1.19			1.10			1.07		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: HOTEL/MOTEL MANAGEMENT 060701

AVERAGE SALARY	66067	6	4	42492	17	10	36454	17	9	38250	2	2	29648	10	5	40699	50	16
HIGH SALARY	89040			71118			47000			42000			39076			89040		
LOW SALARY	39700			30000			29500			34500			24000			24000		
FAC MIX PCT	0.12			0.34			0.34			0.04			0.20			1.00		
SALARY FACTOR	1.26			1.05			1.08			1.19			1.10			0.98		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: MARKETING MANAGEMENT 061401

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	61936	77	46	51011	135	66	45639	137	70	49083	20	16	36090	32	23	50034	381	100
HIGH SALARY	110250			74742			62162			61000			58000			110250		
LOW SALARY	34515			26790			22800			26790			17650			17650		
FAC MIX PCT	0.20			0.35			0.36			0.05			0.08			1.00		
SALARY FACTOR	1.18			1.26			1.35			1.52			1.34			1.21		

DISCIPLINE: BUSINESS (ADMIN. SUPPORT)
MAJOR FIELD: SECRETARIAL & RELATED PROG, GEN 070601

AVERAGE SALARY	40988	6	5	30671	16	15	23435	28	19	24933	3	3	26540	19	11	27494	69	39
HIGH SALARY	41910			36710			31000			31000			38949			41910		
LOW SALARY	39600			23038			13000			19800			10450			10450		
FAC MIX PCT	0.09			0.23			0.41			0.04			0.28			1.00		
SALARY FACTOR	0.78			0.76			0.69			0.77			0.98			0.66		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 090000

AVERAGE SALARY	46698	206	108	38540	332	156	31171	473	196	30772	63	51	24603	129	77	35380	1140	256
HIGH SALARY	75705			65000			47029			40309			42079			75705		
LOW SALARY	25000			23013			17732			18476			14500			14500		
FAC MIX PCT	0.18			0.29			0.41			0.06			0.11			1.00		
SALARY FACTOR	0.89			0.95			0.92			0.96			0.91			0.86		

DISCIPLINE: COMMUNICATION TECHNOLOGIES
MAJOR FIELD: RADIO, TV PROD & BROADCASTING TECH 100104

AVERAGE SALARY	51448	28	13	40223	44	20	33401	72	29	31716	16	9	26075	20	14	37419	164	37
HIGH SALARY	80560			52237			61807			38000			34000			80560		
LOW SALARY	38340			27300			20777			22500			20010			20010		
FAC MIX PCT	0.17			0.27			0.44			0.10			0.12			1.00		
SALARY FACTOR	0.98			1.00			0.99			0.98			0.96			0.90		

FACULTY SALARY SURVEY

DISCIPLINE: COMPUTER & INFORMATION SCIENCE
MAJOR FIELD: COMPUTER & INFORMATION SCIENCES 110000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	58410	218	102	44378	387	184	38470	443	224	36887	42	37	30814	107	73	43504	1155	300
HIGH SALARY	141500			74000			69600			55500			60000			141500		
LOW SALARY	22000			20740			11067			21500			14500			11067		
FAC MIX PCT	0.19			0.34			0.38			0.04			0.09			1.00		
SALARY FACTOR	1.11			1.10			1.14			1.15			1.14			1.05		

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION 130000

AVERAGE SALARY	48776	513	194	37969	539	227	31623	657	231	31390	106	78	24399	99	71	37986	1808	294
HIGH SALARY	91000			71400			54500			48000			39590			91000		
LOW SALARY	25002			20452			13000			23000			9375			9375		
FAC MIX PCT	0.28			0.30			0.36			0.06			0.05			1.00		
SALARY FACTOR	0.93			0.94			0.94			0.97			0.90			0.92		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION 130301

AVERAGE SALARY	56297	31	11	42725	30	11	33871	23	11	32040	4	2	25211	8	6	43561	92	18
HIGH SALARY	80000			58500			46469			35000			36000			80000		
LOW SALARY	35979			24960			13000			28000			12500			12500		
FAC MIX PCT	0.34			0.33			0.25			0.04			0.09			1.00		
SALARY FACTOR	1.07			1.06			1.00			0.99			0.93			1.05		

DISCIPLINE: EDUCATION
MAJOR FIELD: HIGHER EDUC ADMINISTRATION 130406

AVERAGE SALARY	54269	24	12	42775	30	13	35063	18	10	32860	5	5	37646	3	3	44397	75	19
HIGH SALARY	77933			69412			43689			40300			48349			77933		
LOW SALARY	38191			29239			28000			28000			25000			25000		
FAC MIX PCT	0.32			0.40			0.24			0.07			0.04			1.00		
SALARY FACTOR	1.04			1.06			1.04			1.02			1.39			1.07		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION, GENERAL 131001

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	49219	38	20	40641	51	30	30330	37	25	29521	7	7	26496	8	6	39382	134	54
HIGH SALARY	72066			57759			37679			34250			34944			72066		
LOW SALARY	30300			23740			21600			23400			19124			19124		
FAC MIX PCT	0.28			0.38			0.28			0.05			0.06			1.00		
SALARY FACTOR	0.94			1.01			0.90			0.92			0.98			0.95		

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV 131101

AVERAGE SALARY	51957	34	14	40202	33	14	35205	28	16	32354	6	6	21299	4	3	42062	99	24
HIGH SALARY	70200			52000			44458			38000			26500			70200		
LOW SALARY	25500			23275			25444			26500			16836			16836		
FAC MIX PCT	0.34			0.33			0.28			0.06			0.04			1.00		
SALARY FACTOR	0.99			1.00			1.04			1.00			0.79			1.02		

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS 131200

AVERAGE SALARY	42838	182	84	35744	195	92	30153	258	108	29485	42	35	24209	45	33	34758	680	134
HIGH SALARY	388640			57534			50564			39271			35158			388640		
LOW SALARY	26500			13968			13000			20000			12500			12500		
FAC MIX PCT	0.27			0.29			0.38			0.06			0.07			1.00		
SALARY FACTOR	0.82			0.89			0.89			0.92			0.90			0.84		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION 131314

AVERAGE SALARY	42784	219	127	37322	355	179	30698	368	179	28274	43	36	25865	187	100	34324	1129	274
HIGH SALARY	79200			61600			75846			36000			45425			79200		
LOW SALARY	20400			18500			16008			21000			10075			10075		
FAC MIX PCT	0.19			0.31			0.33			0.04			0.17			1.00		
SALARY FACTOR	0.82			0.92			0.91			0.88			0.96			0.83		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION

131315

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	44021	9	7	36050	11	9	30381	11	10	28097	2	2	20493	6	5	33781	37	27
HIGH SALARY	63115			52200			40037			29193			27005			63115		
LOW SALARY	22000			24100			22750			27000			10800			10800		
FAC.MIX PCT	0.24			0.30			0.30			0.05			0.16			1.00		
SALARY FACTOR	0.84			0.89			0.90			0.87			0.76			0.82		

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING

140000

AVERAGE SALARY	71292	882	59	52577	605	57	45989	477	61	43244	55	31	28792	23	13	59027	1987	69
HIGH SALARY	129400			93211			70000			58000			45000			129400		
LOW SALARY	30750			26096			24000			30000			14200			14200		
FAC MIX PCT	0.44			0.30			0.24			0.03			0.01			1.00		
SALARY FACTOR	1.36			1.30			1.36			1.34			1.07			1.43		

DISCIPLINE: ENGINEERING TECHNOLOGIES
MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES

150000

AVERAGE SALARY	53234	56	15	43939	89	19	36477	63	19	37800	5	4	32406	18	13	43243	226	25
HIGH SALARY	77069			70723			52222			45000			42575			77069		
LOW SALARY	34411			28000			24000			33000			17750			17750		
FAC MIX PCT	0.25			0.39			0.28			0.02			0.08			1.00		
SALARY FACTOR	1.02			1.09			1.08			1.17			1.20			1.05		

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES

160000

AVERAGE SALARY	49480	577	231	39301	647	245	31729	721	261	29884	106	79	25737	169	91	38412	2114	359
HIGH SALARY	110250			64326			55824			39583			40750			110250		
LOW SALARY	24600			20728			18950			20000			11500			11500		
FAC MIX PCT	0.27			0.31			0.34			0.05			0.08			1.00		
SALARY FACTOR	0.94			0.97			0.94			0.93			0.95			0.93		

FACULTY SALARY SURVEY

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: ALLIED HEALTH 170000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	55302	25	10	43918	68	26	34538	76	22	36371	6	3	28065	50	21	38343	219	43
HIGH SALARY	120000			63200			49807			44000			40600			120000		
LOW SALARY	31748			26529			23705			26227			11770			11770		
FAC MIX PCT	0.11			0.31			0.35			0.03			0.23			1.00		
SALARY FACTOR	1.05			1.09			1.02			1.13			1.04			0.93		

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: OCCUPATIONAL THERAPY 170807

AVERAGE SALARY	46529	12	6	39706	17	8	35238	40	14	30326	4	2	30271	9	6	37375	78	15
HIGH SALARY	120000			58630			50000			41000			36292			120000		
LOW SALARY	28832			25069			24725			25822			23368			23368		
FAC MIX PCT	0.15			0.22			0.51			0.05			0.12			1.00		
SALARY FACTOR	0.89			0.98			1.04			0.94			1.12			0.90		

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: PHYSICAL THERAPY 170813

AVERAGE SALARY	48488	2	2	45838	34	16	36962	60	18	40641	15	10	36059	19	10	39637	115	20
HIGH SALARY	51986			92688			60000			60000			51573			92688		
LOW SALARY	44990			26625			22750			27474			20700			20700		
FAC MIX PCT	0.02			0.30			0.52			0.13			0.17			1.00		
SALARY FACTOR	0.92			1.14			1.10			1.26			1.33			0.96		

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY 180103

AVERAGE SALARY	51688	24	16	38955	36	17	33118	36	18	36425	6	6	28490	4	4	39491	100	25
HIGH SALARY	86000			61200			53550			53550			31891			86000		
LOW SALARY	35308			24475			21068			30000			21000			21000		
FAC MIX PCT	0.24			0.36			0.36			0.06			0.04			1.00		
SALARY FACTOR	0.99			0.96			0.98			1.13			1.05			0.96		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: NURSING, GENERAL 181101

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	44914	163	92	36591	450	137	31518	868	158	29611	106	61	28021	283	88	33489	1764	171
HIGH SALARY	89500			62000			55000			42000			45670			89500		
LOW SALARY	21348			20700			14589			19800			13388			13388		
FAC MIX PCT	0.09			0.26			0.49			0.06			0.16			1.00		
SALARY FACTOR	0.86			0.91			0.93			0.92			1.04			0.81		

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS 190000

AVERAGE SALARY	40733	19	15	36975	48	31	31678	82	39	29079	4	4	26087	12	9	33909	161	51
HIGH SALARY	57461			52772			46420			35500			37275			57461		
LOW SALARY	27169			27500			17790			26500			21250			17790		
FAC MIX PCT	0.12			0.30			0.51			0.02			0.07			1.00		
SALARY FACTOR	0.78			0.92			0.94			0.90			0.97			0.82		

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS 230000

AVERAGE SALARY	48819	1285	367	37809	968	344	30630	1178	369	29100	171	121	25493	207	121	38672	3638	441
HIGH SALARY	156500			65322			50564			37760			46900			156500		
LOW SALARY	18000			21700			12922			20000			11875			11875		
FAC MIX PCT	0.35			0.27			0.32			0.05			0.06			1.00		
SALARY FACTOR	0.93			0.94			0.91			0.90			0.94			0.94		

DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES 250000

AVERAGE SALARY	48574	22	16	37571	76	34	31024	102	41	25866	7	6	25946	23	17	34463	223	52
HIGH SALARY	78408			59132			45245			36400			38500			78408		
LOW SALARY	27650			21900			18294			18750			18579			18294		
FAC MIX PCT	0.10			0.34			0.46			0.03			0.10			1.00		
SALARY FACTOR	0.93			0.93			0.92			0.80			0.96			0.83		

FACULTY SALARY SURVEY

DISCIPLINE: LIFE SCIENCES
MAJOR FIELD: LIFE SCIENCES 260000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	49412	951	344	38068	633	303	31887	511	272	30309	88	78	23411	52	39	41266	2147	419
HIGH SALARY	115300			67690			48889			40000			37500			115300		
LOW SALARY	22400			14540			14460			20000			10800			10800		
FAC MIX PCT	0.44			0.29			0.24			0.04			0.02			1.00		
SALARY FACTOR	0.94			0.94			0.95			0.94			0.87			1.00		

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS 270000

AVERAGE SALARY	53789	808	296	40429	762	293	33043	807	340	31759	107	90	25269	191	131	41184	2568	428
HIGH SALARY	102250			67400			54734			48000			40000			102250		
LOW SALARY	15085			20700			17664			18000			10800			10800		
FAC MIX PCT	0.31			0.30			0.31			0.04			0.07			1.00		
SALARY FACTOR	1.03			1.00			0.98			0.99			0.94			1.00		

DISCIPLINE: MULTI/INTERDISCIPLINARY STUDY
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES 300000

AVERAGE SALARY	48548	70	22	38578	49	24	31291	73	28	29571	8	7	25784	41	12	37038	233	49
HIGH SALARY	112860			65000			49915			32574			33137			112860		
LOW SALARY	33814			26224			23500			27000			18500			18500		
FAC MIX PCT	0.30			0.21			0.31			0.03			0.18			1.00		
SALARY FACTOR	0.93			0.96			0.93			0.92			0.95			0.90		

DISCIPLINE: PHILOSOPHY AND RELIGION
MAJOR FIELD: PHILOSOPHY AND RELIGION 380000

AVERAGE SALARY	47154	903	328	38162	587	252	31009	579	266	29682	86	64	24798	62	53	39640	2131	401
HIGH SALARY	110270			63500			50564			42000			38287			110270		
LOW SALARY	12500			22500			12500			19500			14040			12500		
FAC MIX PCT	0.42			0.28			0.27			0.04			0.03			1.00		
SALARY FACTOR	0.90			0.95			0.92			0.92			0.92			0.96		

FACULTY SALARY SURVEY

DISCIPLINE: THEOLOGY
MAJOR FIELD: THEOLOGY 390000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	42841	590	115	36826	346	109	30162	274	104	28782	32	24	27670	44	32	37878	1254	152
HIGH SALARY	81010			56000			48479			39000			40050			81010		
LOW SALARY	5820			16629			11880			11880			13208			5820		
FAC MIX PCT	0.47			0.28			0.22			0.03			0.04			1.00		
SALARY FACTOR	0.82			0.91			0.89			0.89			1.02			0.92		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES 400000

AVERAGE SALARY	51347	115	30	38164	48	26	32541	95	35	29242	12	9	23963	9	8	41363	267	64
HIGH SALARY	110000			58000			56306			43000			32000			110000		
LOW SALARY	25000			25655			17850			24000			20000			17850		
FAC MIX PCT	0.43			0.18			0.36			0.04			0.03			1.00		
SALARY FACTOR	0.98			0.95			0.96			0.91			0.89			1.00		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL 400501

AVERAGE SALARY	52600	801	307	38905	397	225	32352	376	233	30168	57	54	26502	36	29	43910	1610	389
HIGH SALARY	108045			63500			53000			45000			39000			108045		
LOW SALARY	20000			24480			19110			20789			17800			17800		
FAC MIX PCT	0.50			0.25			0.23			0.04			0.02			1.00		
SALARY FACTOR	1.00			0.96			0.96			0.94			0.98			1.06		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGY 400601

AVERAGE SALARY	61768	150	52	44074	67	38	34073	46	36	30558	6	6	27500	2	2	52228	265	73
HIGH SALARY	99000			58479			45000			34000			29000			99000		
LOW SALARY	30240			24750			25315			28500			26000			24750		
FAC MIX PCT	0.57			0.25			0.17			0.02			0.01			1.00		
SALARY FACTOR	1.18			1.09			1.01			0.95			1.02			1.26		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS, GENERAL 400801

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	58620	549	194	42311	297	158	35138	251	148	31232	31	29	26197	18	18	48466	1115	281
HIGH SALARY	116840			86350			55200			43000			34044			116840		
LOW SALARY	26370			27600			21600			26000			19864			19864		
FAC MIX PCT	0.49			0.27			0.23			0.03			0.02			1.00		
SALARY FACTOR	1.12			1.05			1.04			0.97			0.97			1.17		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY 420000

AVERAGE SALARY	50840	772	298	39006	639	292	32063	580	291	31186	109	96	24192	39	36	41238	2030	408
HIGH SALARY	397500			70000			79000			60000			32500			397500		
LOW SALARY	25000			20700			20000			21352			15179			15179		
FAC MIX PCT	0.38			0.31			0.29			0.05			0.02			1.00		
SALARY FACTOR	0.97			0.97			0.95			0.97			0.90			1.00		

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: PROTECTIVE SERVICES 430000

AVERAGE SALARY	48573	28	9	38928	31	20	30617	25	17	33000	1	1	23450	3	3	39110	87	31
HIGH SALARY	70000			52958			42913			33000			29000			70000		
LOW SALARY	36004			27049			21937			33000			12500			12500		
FAC MIX PCT	0.32			0.36			0.29			0.01			0.03			1.00		
SALARY FACTOR	0.93			0.96			0.91			1.02			0.87			0.95		

DISCIPLINE: PUBLIC AFFAIRS
MAJOR FIELD: SOCIAL WORK, GENERAL 440701

AVERAGE SALARY	47137	60	25	38768	129	65	31676	170	82	31020	21	18	26940	14	10	36438	373	107
HIGH SALARY	66000			59020			50250			44000			32815			66000		
LOW SALARY	29715			23300			19721			25000			15197			15197		
FAC MIX PCT	0.16			0.35			0.46			0.06			0.04			1.00		
SALARY FACTOR	0.90			0.96			0.94			0.96			1.00			0.88		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES 450000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	51780	236	65	37934	195	77	31488	182	69	29905	22	16	24468	23	15	40740	636	105
HIGH SALARY	153000			65000			50564			45000			44703			153000		
LOW SALARY	24229			16000			13000			23000			10800			10800		
FAC MIX PCT	0.37			0.31			0.29			0.03			0.04			1.00		
SALARY FACTOR	0.99			0.94			0.93			0.93			0.91			0.99		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY 450201

AVERAGE SALARY	53514	91	55	40869	76	48	33333	63	38	31167	9	8	31091	4	4	43590	234	94
HIGH SALARY	80500			62400			42900			37000			42675			80500		
LOW SALARY	27525			23038			26200			26000			22350			22350		
FAC MIX PCT	0.39			0.32			0.27			0.04			0.02			1.00		
SALARY FACTOR	1.02			1.01			0.99			0.97			1.15			1.05		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ECONOMICS 450601

AVERAGE SALARY	66262	270	102	43305	284	125	38158	255	116	36851	30	26	32003	21	19	48905	830	176
HIGH SALARY	153000			70000			75000			50000			41500			153000		
LOW SALARY	30411			25000			25425			27500			22200			22200		
FAC MIX PCT	0.33			0.34			0.31			0.04			0.03			1.00		
SALARY FACTOR	1.26			1.07			1.13			1.14			1.18			1.18		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY 450701

AVERAGE SALARY	49668	39	25	39133	18	15	32502	31	16	29686	7	7	21000	1	1	41236	89	33
HIGH SALARY	92797			45000			39895			33500			21000			92797		
LOW SALARY	25335			31700			24830			27000			21000			21000		
FAC MIX PCT	0.44			0.20			0.35			0.08			0.01			1.00		
SALARY FACTOR	0.95			0.97			0.96			0.92			0.78			1.00		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY 450801

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	50016	758	314	39308	479	231	31501	443	238	29613	80	68	26395	39	35	41724	1719	388
HIGH SALARY	104143			63600			49800			40000			36500			104143		
LOW SALARY	21347			16344			13000			21000			10800			10800		
FAC MIX PCT	0.44			0.28			0.26			0.05			0.02			1.00		
SALARY FACTOR	0.95			0.97			0.93			0.92			0.98			1.01		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT 451001

AVERAGE SALARY	53967	445	196	40445	329	185	32503	336	186	30882	47	41	29060	40	31	42961	1150	297
HIGH SALARY	112000			61500			47600			41000			41000			112000		
LOW SALARY	30355			21881			18476			18476			18960			18476		
FAC MIX PCT	0.39			0.29			0.29			0.04			0.03			1.00		
SALARY FACTOR	1.03			1.00			0.96			0.96			1.08			1.04		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY 451101

AVERAGE SALARY	48766	342	194	38416	357	208	31936	297	182	30240	41	37	26953	18	16	39805	1014	322
HIGH SALARY	107000			58840			52210			38100			38949			107000		
LOW SALARY	18919			22969			10920			24500			19845			10920		
FAC MIX PCT	0.34			0.35			0.29			0.04			0.02			1.00		
SALARY FACTOR	0.93			0.95			0.95			0.94			1.00			0.96		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS 500000

AVERAGE SALARY	46636	187	65	37503	216	80	30664	250	82	29313	28	18	25900	29	22	37006	682	116
HIGH SALARY	77750			61905			46526			40000			40000			77750		
LOW SALARY	26110			23892			20300			21000			13000			13000		
FAC MIX PCT	0.27			0.32			0.37			0.04			0.04			1.00		
SALARY FACTOR	0.89			0.93			0.91			0.91			0.96			0.89		

FACULTY SALARY SURVEY

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAMATIC ARTS 500501

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	48128	152	92	36952	180	114	29672	228	148	29239	50	43	27901	42	30	36385	602	212
HIGH SALARY	85750			54500			47024			37500			45600			85750		
LOW SALARY	27035			24327			19080			19080			18000			18000		
FAC MIX PCT	0.25			0.30			0.38			0.08			0.07			1.00		
SALARY FACTOR	0.92			0.92			0.88			0.91			1.03			0.88		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAWING 500705

AVERAGE SALARY	46087	281	151	36418	270	165	29796	290	171	27430	26	24	25339	51	41	36677	892	277
HIGH SALARY	79250			53618			47541			36400			38200			79250		
LOW SALARY	22000			21450			20400			20400			8557			8557		
FAC MIX PCT	0.32			0.30			0.33			0.03			0.06			1.00		
SALARY FACTOR	0.88			0.90			0.88			0.85			0.94			0.89		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: MUSIC, GENERAL 500901

AVERAGE SALARY	44814	591	229	36247	603	243	29816	547	246	29353	71	56	25413	102	78	36485	1843	347
HIGH SALARY	82600			80000			52020			42000			36400			82600		
LOW SALARY	14540			10000			6956			20500			12000			6956		
FAC MIX PCT	0.32			0.33			0.30			0.04			0.06			1.00		
SALARY FACTOR	0.85			0.90			0.88			0.91			0.94			0.88		

FACULTY SALARY SURVEY

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	52425	15185	40380	14660	33726	15041	32209	2041	27024	2743	41349	47629
HIGH SALARY	397500		105000		90100		68000		70000		397500	
LOW SALARY	5820		10000		6956		11880		8557		5820	
FAC MIX PCT	0.32		0.31		0.32		0.04		0.06		1.00	
SALARY FACTOR	1.00		1.00		1.00		1.00		1.00		1.00	

APPENDIX B

LIST OF PARTICIPATING INSTITUTIONS

APPENDIX B

LIST OF PARTICIPATING INSTITUTIONS

	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
Abilene Christian University (TX)		*	*		*	*	*	*	*	*
Academy of the New Church (The) (PA)							*			
Adelphi University (NY)	*		**	**			**	**	**	**
Adrian College (MI)		*						**	**	**
Agnes Scott College (GA)			*	*		*	*	*	*	*
Alabama Christian College (AL)	*									
Alaska Pacific University (AK)						*	*	*		*
ALBERTUS MAGNUS COLLEGE (CT)	*	*	*	*	*	*	*	*	*	*
Albion College (MI)		*			*	*	*	*	*	
Albright College (PA)										*
Alderson-Broaddus College (WV)		*	*	*						
Alfred University (NY)	*	*	*	*	*		*	*	*	*
Allegheny College (PA)				*	*	*	*	*		*
Allentown College of St. Francis de Sales (PA)	*		*	*	*	*	*	*	*	*
Alliance College (PA)				*	*					
ALMA COLLEGE (MI)	*	*	*	*	*	*	*	*	*	*
Alvernia College (PA)						*	*	*	*	
Alverno College (WI)	*	*	*	*		*	*	*	*	*
Amber University (TX)									*	*
American College, The (PA)		*	*	*	*	*				*
American Graduate School of International Management (AZ)	*		*			*	*			
American Technological University (TX)	*		*	*	*	*	*			
American University, The (DC)	*	*	*	*	*	*	*	*	*	
Amherst College (MA)			*	*	*	*	*	*	*	*
Anderson University (IN)									*	
Andover Newton Theological School (MA)			*	*	*	*	*		*	*
ANNA MARIA COLLEGE (MA)	*	*	*	*	*	*	*	*	*	*
Antillian College (PR)					*					
Antioch College (OH)								*		
Appalachian Bible College (WV)			*							
AQUINAS COLLEGE (MI)	*	*	*	*	*	*	*	*	*	*
Aquinas Institute (MO)				*	*	*				
Arkansas College (AR)		*	*	*	*	*	*	*	*	*
Armstrong College (CA)								*	*	
Art Academy of Cincinnati (OH)			*					*		
Asbury College (KY)		*	*	*	*	*	*	*		*
Asbury Theological Seminary (KY)										*
Ashland University (OH)					*		*	*	*	*
Assemblies of God Theological Seminary (MD)										*
Assumption College (MA)		*		*			*	*	*	*

Those institutions listed in CAPITAL LETTERS have participated in each of the ten years of the survey.

** The "double star" symbol denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not annually requested until the 1984-85 survey, and, has been continued each year since.

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
Atlanta University, The (GA)			★							
Atlantic Christian College (NC)	★			★	★					
Augsburg College (MN)		★	★	★	★					★
Augustana College (IL)			★	★	★	★	★	★	★	★
Augustana College (SD)	★	★								
Aurora University (IL)	★	★	★	★	★	★		★	★	★
Austin College (TX)			★		★	★			★	
Austin Presbyterian Theological Seminary (TX)			★		★	★	★			★
Averett College (VA)	★	★	★	★	★	★	★		★	
AVILA COLLEGE (MO)	★	★	★	★	★	★	★	★	★	★
AZUSA PACIFIC UNIVERSITY (CA)	★	★	★	★	★	★	★	★	★	★
Babson College (MA)	★	★	★	★	★	★		★	★	★
Baker College (MI)									★	★
Baker College of Muskegon (MI)									★	★
Baker University (KS)	★		★	★						
Baldwin-Wallace College (OH)				★	★	★	★	★	★	★
Baltimore Hebrew University (MD)								★		
Bangor Theological Seminary (ME)									★	
Baptist Bible Institute (FL)				★						
Baptist College of Charleston (SC)			★					★		
Barber Scotia College (NC)									★	
Bard College (NY)		★	★★	★★	★★	★★		★★		
Barnard College (NY)	★	★		★	★	★	★			
Barrington College (RI)		★								
BARRY UNIVERSITY (FL)	★	★	★	★	★	★	★	★	★	★
Barton College (KS)	★				★					
Bartlesville Wesleyan College (OK)				★	★					
Beaver College (PA)		★	★	★	★★	★		★	★	★
Belhaven College (MS)						★				
Bellarmine College (KY)	★	★		★	★	★	★	★	★	★
Bellevue College (NE)					★	★	★	★	★	
Belmont Abbey College (NC)				★	★	★	★			★
Belmont University (TN)									★	★
Beloit College (WI)		★					★★			★
Benedict College (SC)	★	★	★						★	★
Benedictine College (KS)		★	★		★	★	★	★	★	
Bennett College (NC)	★	★	★	★		★		★		★
Bennington College (VT)						★				★
Bentley College (MA)	★	★	★			★	★	★	★	★
Berea College (KY)									★	★
Berklee College of Music (MA)						★★		★★		
Berkshire Christian College (MA)			★							
Berry College (GA)	★						★	★		★
Bethany College (KS)		★	★	★					★	★★
Bethany College (WV)				★	★	★	★		★	★
Bethany Nazarene College (OK)		★	★							
Bethany Theological Seminary (IL)			★	★	★					
Bethel College (IN)		★				★		★	★	★
Bethel College (KS)	★	★		★			★	★		
Bethel College (MN)		★		★		★	★	★	★	★
Bethel College (TN)		★								★
Bethel Theological Seminary (MN)						★				
Bethune-Cookman College (FL)	★	★	★	★	★		★	★		
Biola University (CA)	★	★	★	★	★	★	★			
Birmingham-Southern College (AL)		★	★	★	★	★	★	★	★	★

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
Bishop Clarkson College (NE)									★	★
Bishop College (TX)	★	★	★	★	★					
Blackburn University (IL)		★							★	★
Blessing/Rieman College of Nursing (IL)								★		
Bloomfield College (NJ)	★	★		★★			★★		★★	★★
Bluefield College (VA)						★	★	★	★	★
Bluffton College (OH)		★	★	★						
Boise Bible College (ID)										★
Boricua College (NY)		★								★
Boston College (MA)		★	★	★	★	★			★	
Boston Conservatory, The (MA)							★			
Boston University (MA)	★	★		★	★	★	★	★	★	★
Bradford College (MA)						★		★	★	★
BRADLEY UNIVERSITY (IL)	★	★	★	★	★	★	★	★	★	★
Brandeis University (MA)								★		★
Brenau College (GA)								★		★
Brescia College (KY)						★		★	★	★
BRIAR CLIFF COLLEGE (AL)	★	★	★	★	★	★	★	★	★	★
BRIDGEWATER COLLEGE (VA)	★	★	★	★	★	★	★	★	★	★
Brigham Young University (UT)			★		★	★	★	★	★	
Bryan College (TN)	★			★						
Bryant College (RI)		★	★★	★★	★★	★★	★★	★★		
Bryn Mawr College (PA)		★	★	★	★	★		★	★	★
BUCKNELL UNIVERSITY (PA)	★	★	★	★	★	★	★	★	★	★
Buena Vista College (IA)			★					★	★	
Butler University (IN)		★	★	★	★	★	★	★	★	★
Cabrini College (PA)				★★	★★	★★	★★	★★	★★	★★
Caldwell College (NJ)								★	★	★
California Baptist College (CA)	★	★							★	★
California Lutheran College (CA)			★							
California School of Professional Psychology (CA)				★						
Calumet College (IN)				★						
Calvary Bible College (MO)					★					
Calvin College (MI)	★		★		★		★		★	★
Calvin College and Seminary (MI)						★	★	★		
Campbellsville College (KY)			★		★	★				★
Canisius College (NY)	★	★	★		★	★	★	★	★	★
Capital University (OH)	★	★	★		★		★	★	★	★
Capitol College (MD)							★		★	★
Capitol Institute of Technology (MD)			★	★	★	★				
Cardinal Glennon College (MO)				★						
Cardinal Stritch College (WI)								★		★
Caribbean University College (PR)						★	★	★		★
Carlow College (PA)				★			★	★		
Carnegie Mellon University (PA)	★		★	★	★	★				★
Carroll College (MT)		★	★		★	★	★	★		
Carroll College (WI)			★	★	★★	★		★	★	★
Carson-Newman College (TN)					★	★				
Case Western Reserve University (OH)			★							
Catawba College (NC)		★	★	★	★			★	★	★
Catholic Theological Union (IL)			★	★	★	★	★	★	★	
Catholic University of America, The (DC)			★	★	★	★	★	★	★★	★★
Catholic University of Puerto Rico (PR)	★		★	★	★	★	★			
Cazenovia College (NY)								★		★

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
Cedar Crest (PA)	*	*	*	*	*	*	*	*		*
Cedarville College (OH)	*	*	*	*	*	*	—	*		*
Centenary College (NJ)	*	*			*	*				
Centenary College of Louisiana (LA)						*		*		*
Center for Creative Studies-College of Art & Design (MI)		*							*	
Central Baptist College (AR)									*	
Central Christian College of the Bible (MO)				*						
CENTRAL UNIVERSITY (IA)	*	*	*	*	*	*	*	*	*	*
Central Methodist College (MO)					*		*	*		
Central New England College of Technology (MA)					*					
Central Wesleyan College (SC)		*		*	*	*	*	*	*	*
Chaminade University of Honolulu (HI)	*	*	*	*		*				
Chapman College (CA)			*				*			*
Charleston Southern University (SC)			*					*	*	*
Chatham College (PA)					*			*		—
Chicago Theological Seminary (IL)				*	*	*	*		*	*
Christ College Irvine (CA)				*		*		*		*
Christ Seminary--Seminex (IL)				*	*	*				
Christian Brothers University (TN)		*	*	*	*	*	*	*	*	*
Christian Heritage College (CA)						*	*	*		
Christian Theological Seminary (IN)			*	*				*	*	*
Church Divinity School of the Pacific (CA)				*	*	*	*		*	
Church of God School Of Theology (TN)									*	
Cincinnati Bible College and Seminary (OH)								*		
Claflin College (SC)			*							
Claremont Graduate School (CA)			*			*	*			*
Claremont McKenna College (CA)			*		*					
Clark College (GA)			*	*						
Clark University (MA)	*	*	*	*	*	*		*		
Clarke College (IA)	*		*			*	*	*	*	*
Clarkson University (NY)	*		*	*	*	*	*		*	*
Clear Creek Baptist Bible College (KY)									*	*
Clearwater Christian College (FL)						*		*		
Coe College (IA)		*					*			
Cogswell Polytechnical College (CA)		*	*		*	*	*	*		
Coker College (SC)			*		*	*	*	*	*	*
Colby College (ME)	*								*	*
Colby-Sawyer College (NH)								*	*	
Colgate University (NY)	*	*	*			*				
College Misericordia (PA)	*	*	*	*			*	*	*	*
College of Associated Arts (MN)								*		
College of Great Falls (MT)		*	*	*		*	*		*	*
College of Idaho, The (ID)		*	*	*	*					
College of Mount Saint Vincent (NY)		*	*	*	*	*		*	*	*
College of Mount St. Joseph (OH)	*		*	*	*	*	*	*		
College of New Rochelle (NY)		*	*	*	*					*
College of Notre Dame (CA)	*	*	*	*	*				*	*
College of Notre Dame of Maryland (MD)				*	*		*	*		*
College of Our Lady of the Elms (MA)					**					*
College of Saint Benedict (MN)			*	*		*	*	*	*	*
College of Saint Elizabeth (NJ)		*	*	*	*	*	*		*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
College of Saint Mary (NE)				★	★	★		★	★	★
College of Saint Rose, The (NY)	★	★	★	★		★	★	★	★	★
College of Saint Teresa (MN)	★					★				
College of Santa Fe (The) (NM)							★	★	★	★
College of St. Catherine (MN)	★		★					★	★	★
College of St. Joseph (VT)			★	★	★	★	★		★	★
COLLEGE OF ST. SCHOLASTICA (MN)	★	★	★	★	★	★	★	★	★	★
College of St. Thomas (MN)					★			★		
College of The Atlantic (ME)						★				
College of the Holy Cross (MA)	★	★	★	★	★	★	★	★	★	
College of the Southwest (NM)							★		★	★
College of Wooster, The (OH)	★	★	★		★	★	★	★		
Colorado Christian College (CO)							★			
Colorado Technical College (CO)						★				
Columbia Bible College and Seminary (SC)	★		★			★	★	★	★	★
Columbia Christian College (OR)			★							
Columbia College (MO)	★	★	★	★	★	★	★		★	★
Columbia College (SC)		★							★	★
Columbia Theological Seminary (GA)						★	★	★	★	★
Columbia University in the City of New York (NY)			★							
Conception Seminary College (MO)										★
Concordia College (IL)						★	★	★		
Concordia College (MI)		★	★	★	★	★	★			★
Concordia College (MN)	★		★	★	★	★	★	★		★
Concordia College (NY)			★	★	★	★		★	★	★
Concordia College (OR)			★			★				
Concordia Seminary (MO)	★		★		★	★	★		★	
Concordia Teachers College (NE)					★	★	★	★	★	★
Concordia University Wisconsin (WI)			★	★	★	★	★		★	★
Connecticut College (CT)					★					
Converse College (SC)	★		★	★		★				
Cooper Union, The (NJ)								★★		
Cooper Union for the Advancement of Science and Art, The (NY)			★	★	★	★★	★★	★★		
Cornell College (IA)			★	★	★	★	★	★	★	★
Cornell University (NY)			★	★	★	★	★			
Cottey College (MO)							★			
Covenant College (GA)			★	★	★		★	★		★
Creighton University (NE)	★	★	★	★		★	★	★	★	★
Culver-Stockton College (MO)		★								
Curry College (MA)		★	★	★★		★★				
D'YOUVILLE COLLEGE (NY)	★	★	★★	★★	★★	★★	★★	★★	★★	★★
Dakota Wesleyan University (SD)	★			★				★	★	★
Dallas Baptist College (TX)			★							
Dallas Theological Seminary (TX)	★		★					★	★	★
Daniel Webster College (NH)					★		★	★	★	★
Dartmouth College (NH)		★								
David Lipscomb University (TN)			★		★		★	★	★	★
Davidson College (NC)							★	★	★	★
Davis & Elkins College (WV)	★	★	★	★		★		★	★	
De Sales School of Theology (DC)			★	★	★					
DEFIANCE COLLEGE, THE (OH)	★	★	★	★	★	★	★	★	★	★
Delaware Valley College (PA)						★	★			
DEPAUL UNIVERSITY (IL)	★	★	★	★	★	★	★	★	★	★
DePauw University (IN)		★	★	★	★		★			

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
DeVRY Inc. (IL)				*	*					*
DICKINSON COLLEGE (PA)	*	*	*	*	*	*	*	*	*	*
Dillard University (LA)								*		*
Divine Word College (IA)			*		*					
Doane College (NE)	*	*		*	*	*	*	*	*	*
Dominican College of Blauvelt (NY)				*	*	*	*	*	*	*
Dominican College of San Rafael (CA)		*								
Dominican School of Philosophy & Theology (CA)						*				
Don Bosco College (NJ)		*				*				
Dordt College, Inc. (IA)	*	*	*		*	*	*	*	*	*
Dowling College (NY)	*				**		**			
DRAKE UNIVERSITY (IA)	*	*	*	*	*	*	*	*	*	*
DREW UNIVERSITY (NJ)	*	*	*	*	*	*	*	*	*	*
Drexel University (PA)							*	*	*	
Drury College (MO)	*				*	*	*	*	*	*
Duke University (NC)			*	*						
Duquesne University (PA)	*	*	*			*	*	*	*	*
Earlham College (IN)					*	*	*	*		*
East Texas Baptist University (TX)	*	*	*							
Eastern College (PA)		*			*				*	*
Eastern Baptist Theological Seminary, The (PA)						*				*
Eastern Mennonite College and Seminary (VA)			*	*	*	*	*	*	*	*
ECKERD COLLEGE (FL)	*	*	*	*	*	*	*	*	*	*
Eden Theological Seminary (MO)			*			*	*		*	
Edgewood College (WI)						*	*	*	*	*
Edward Waters College (FL)	*									
Elizabethtown College (PA)						*	*	*	*	*
Elmhurst College (IL)		*	*	*	*	*	*	*	*	*
Elmira College (NY)	*		*	*	*	*		*	*	*
Elms College (MA)		*	*	*		*	*			
Elon College (NC)		*	*							
Embry-Riddle Aeronautical University (AR)						*				
Embry-Riddle Aeronautical University (FL)			*		*	*	*	*	*	*
Emerson College (MA)			**	**	**	**	**	**	**	
Emmanuel College (GA)									*	
Emmanuel College (MA)		*		**						
Emory & Henry College (VA)	*	*	*		*	*	*	*	*	**
Emory University (GA)				*	*	*				*
Endicott College (MA)							**		**	
Episcopal Divinity School (MA)			*							
Episcopal Theological Seminary, of the Southwest, The (TX)					*	*				*
Erskine College (SC)		*	*	*	*					*
Eureka College (IL)					*	*	*	*		*
Evangel College (MO)	*	*								
Evangelical School of Theology (PA)						*				*
Fairfield University (CT)			*	**	**	**	**	**	**	**
Fairleigh Dickinson University Hackensack (NJ)							*		*	
Fairleigh Dickinson University Madison (NJ)				**						
Fairleigh Dickinson University Rutherford (NJ)				**	**	*				*
Fairleigh Dickinson University Teaneck (NJ)				**						
Faith Baptist Bible College & Theological Seminary (IA)				*	*		*	*		*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
Felician College (NJ)				*				*		
Ferrum College (VA)	*	*	*	*	*			*	*	*
Flagler College (FL)			*							
Florida Christian College (FL)								*		
Florida Memorial College (FL)					*					
Fontbonne College (MO)	*	*	*	*	*	*		*	*	*
Fordham University (NY)		*	*		*	*				
Franciscan University of Steubenville (OH)								*	*	*
Franklin and Marshall College (PA)		*	*	*	*	*	*	*	*	*
Franklin College of Indiana (IN)	*	*	*					*		*
Franklin Pierce College (NH)			**	**			**	**	**	**
Freed-Hardeman University (TN)									*	*
Friends University (KS)						*			*	*
Fuller Theological Seminary (CA)									*	
Furman University (SC)	*	*	*	*	*		*	*	*	*
Gallaudet University (DC)	*		*	*	*					
Gannon University (PA)	*	*			*		*			*
Gardner-Webb College (NC)					*		*		*	*
Garrett-Evangelical Theological Seminary (IL)			*	*	*	*				*
General Theological Seminary, The (NY)									*	
Geneva College (PA)		*	*							
George Fox College (OR)				*	*	*	*	*	*	
GEORGE WASHINGTON UNIVERSITY, THE (DC)	*	*	*	*	*	*	*	*	*	*
George Williams College (IL)	*	*	*							
Georgetown College (KY)	*		*	*		*	*	*		*
GEORGETOWN UNIVERSITY (DC)	*	*	*	*	*	*	*	*	*	*
Georgian Court College (NJ)	*		*	*	*	*	*	*	*	*
Gettysburg College (PA)					*	*	*		*	*
GMI Engineering & Management Institute (MI)			*		*	*	*	*		*
Golden Gate Baptist Theological Seminary (CA)					*	*				
Golden Gate University (CA)					*		*		*	*
Goldey Beacom College (DE)					*					*
Gonzaga University (WA)		*	*	*	*	*	*	*	*	*
Gordon College (MA)	*		*			*	*	*	*	*
Gordon-Conwell Theological Seminary (MA)			*		*	*	*	*		*
Goshen College (IN)	*	*	*			*		*	*	*
Goucher College (MD)	*	*	*							*
Grace Bible College (MI)			*							
Grace College of the Bible (NE)			*		*					
Grace College & Theological Seminary (IN)			*		*		*	*	*	
Grace Schools, Inc. (IN)	*								*	
Graceland College (IA)	*	*	*	*	*				*	
Graduate Theological Union (CA)							*			
Grand Canyon Univeristy (AZ)				*	*				*	*
Grand Rapids Baptist College & Seminary (MI)										*
Grand View College (IA)			*	*	*	*	*	*		*
Gratz College (PA)			**					**		**
Great Lakes Bible College (MI)						*	*	*	*	
Green Mountain College (VT)						*	*			*
Greensboro College (NC)		*		*	*	*	*			*
Griffin College (WA)							*			
Grinnell College (IA)				*	*	*	*		*	*
Guilford College (NC)		*	*	*	*			*	**	*
Gulf Coast Bible College (TX)			*							
Gustavus Adolphus College (MN)					*					

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
Gwynedd-Mercy College (PA)	*									*
Hahnemann University (PA)			*				*			
Hamilton College (NY)	*			*			*			
Hamline University (MN)	*	*		*	*		*	*	*	*
Hampden-Sydney College (VA)						*	*			
Hampshire College (MA)	*						*			
Hampton University (VA)	*			*	*	*	*	*	*	*
Hannibal-LaGrange College (MO)				*		*	*		*	*
Hanover College (IN)	*	*	*	*						
Harding University Grad. School of Religion (TN)									*	
Hartford College for Women (CT)			*						*	
Hartwick College (NY)	*	*	*	*	*	*	*		*	
Hastings College (NE)	*			*		*	*	*	*	*
Haverford College (PA)	*									
Hawaii Loa College (HI)		*			*	*				*
Hawaii Pacific College (HI)					*			*		
Hebrew College (MA)								*		
Heidelberg College (OH)	*	*	*	**	*	*	*	*	*	
Hellenic College, Inc. (MA)				*						*
Hendrix College (AR)				*						
High Point College (NC)	*	*	*			*	*			
Hilbert College (NY)									*	
Hiram College (OH)	*				*			*		*
Hobart and William Smith Colleges (NY)					*	*	*		*	
Hofstra University (NY)								**	**	**
Hollins College (VA)			*	*						
Holy Family College (PA)	*			*		*	*	*	*	*
Holy Names College (CA)					*	*	*	*	*	*
Hood College (MD)	*	*	*	*	*			*		
Hope College (MI)	*	*	*	*	*	*			*	*
Houghton College (NY)				*	*		*		*	*
Houston Baptist University (TX)					*	*				
Howard Payne University (TX)		*						*		
Howard University (DC)				*			**	*		
Huntington College (IN)	*	*	*		*					
Huron College (SD)				*			*			
Husson College (ME)	*	*	*	*	*	*			*	
Huston-Tillotson College (TX)		*	*	*	*			*		
Illinois Benedictine College (IL)	*	*	*	*	*	*	*			**
Illinois College (IL)		*	*		*	*				
Illinois College of Optometry (IL)	*									
Illinois Institute of Technology (IL)			*	*	*	*	*			*
Illinois Wesleyan University (IL)						*	*			
Immaculata College (PA)	*	*	*	*	*	*	*		*	*
Incarnate Word College (TX)				*	*		*			*
Indiana Central University (IN)				*						
Inter American University of Puerto Rico --Barranquitas (PR)									*	
Inter American University of Puerto Rico -- Fajardo (PR)									*	
Inter American University of Puerto Rico --Metropolitan campus (PR)		*								*
Inter American University of Puerto Rico --Ponce College (PR)										*
Inter American University of Puerto Rico --San German (PR)			*	*	*	*				

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
Inter American University of Puerto Rico at San Juan (PR)			★		★					
Interdenominational Theological Center (GA)					★			★		★
Iona College (NY)	★	★	★	★	★	★		★	★	★
Iowa Wesleyan College (IA)				★	★	★				
ITHACA COLLEGE (NY)	★	★	★	★	★	★	★	★	★	★
Jacksonville University (FL)	★	★		★						
Jamestown College (ND)						★			★	
Jarvis Christian College (TX)		★		★			★	★	★	
Jesuit School of Theology at Berkeley (CA)			★				★			★
Jewish Theological Seminary of America, The (NY)							★			
John B. Stetson University (FL)	★	★	★							
John Brown University (AR)		★				★★	★★			
JOHN CARROLL UNIVERSITY (OH)	★	★	★	★	★	★	★	★	★	★
John F. Kennedy University (CA)				★						★
John Wesley College (NC)							★			
Johns Hopkins University, The (MD)		★		★	★	★	★	★		★
Johnson C. Smith University (NC)		★	★		★				★	★
Judson College (AL)						★	★	★		
Judson College (IL)		★	★	★		★	★		★	★
Juniata College (PA)					★		★	★	★	★
Kalamazoo College (MI)	★		★	★	★	★	★	★	★	★
Kansas City Art Institute (MO)									★	
Kansas Wesleyan (KS)		★	★		★					
Kentucky Wesleyan College (KY)	★	★		★★						
Kenyon College (OH)		★	★	★	★	★	★	★	★	★
Keuka College (NY)		★		★			★			
King College (TN)			★							
King's College (PA)	★	★	★	★	★	★		★	★	★
King's College, The (NY)				★					★	
Knoxville College (TN)					★					
LA ROCHE COLLEGE (PA)	★	★	★	★	★	★	★	★	★	★
La Salle University (PA)						★	★	★		★
Lafayette College (PA)	★	★	★	★			★			
LaGrange College (GA)	★	★	★						★	★
Lake Erie College (OH)						★	★	★		
Lake Forest College (IL)				★		★		★		★
Lakeland College (WI)	★	★	★	★			★	★	★	★
Lambuth College (TN)	★	★	★	★				★	★	
Lancaster Bible College (PA)			★	★		★	★		★	★
Lane College (TN)									★	
Lawrence University (WI)						★				
Le Moyne College (NY)			★	★	★	★	★		★	★
Le Tourneau College (TX)	★	★	★		★	★	★	★	★	★
Lebanon Valley College (PA)			★	★	★	★	★	★	★	★
Lee College (TN)							★		★	
Lees-McRae College (NC)									★	★
Lehigh University (PA)	★				★					
Lenoir-Rhyne College (NC)				★		★	★	★		★
Lewis-Clark State College (ID)										★
Lewis & Clark College (OR)			★	★	★	★	★	★	★	★
Lewis University (IL)	★			★	★					
Lexington Theological Seminary (KY)				★	★	★				★
Liberty University (VA)		★			★					
L.I.F.E. Bible Co. (CA)							★			

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
Limestone College (SC)		*		*		*	*	*	*	*
Lincoln Christian College and Seminary (IL)					*	*				*
Lincoln Memorial University (TN)	*	*	*	*	*			*	*	
Lincoln University (CA)										*
Lindsey Wilson College (KY)							*	*	*	*
Linfield College (OR)	*		*	*	*	*	*	*	*	*
Livingston College (NC)									*	
Loma Linda University (CA)	*	*							*	
Long Island University (NY)			**	**	**	**	**			**
Loras College (IA)			*	*	*	*	*	*	*	*
Loretto Heights College (CO)		*								
Louisiana College (LA)				*	*		*	*		*
Louisville Presbyterian Theological Seminary (KY)			*	*	*	*	*			
LOYOLA COLLEGE IN MARYLAND (MD)	*	*	*	*	*	*	*	*	*	*
Loyola Marymount University (CA)		*				*	*	*	*	*
Loyola University (LA)								*	*	*
Lubbock Christian University (TX)		*	*	*	*		*		*	*
LUTHER COLLEGE (IA)	*	*	*	*	*	*	*	*	*	*
Lutheran Theological Seminary at Gettysburg (PA)					*			*		
Lutheran Theological Southern Seminary (SC)						*				
LYCOMING COLLEGE (PA)	*	*	*	*	*	*	*	*	*	*
Lynchburg College (VA)		*	*	*	*	*	*	*	*	*
Macalester College (MN)			*							
MacMurray College (IL)		*								
Madonna University (MI)				*	*	*	*	*	*	*
Mallinkrodt College of the North Shore (IL)							*			
Malone College (OH)	*	*	*		*		*	*	*	*
Manchester College (IN)										*
Manhattan Christian College (KS)			*	*	*			*	*	*
Manhattan College (NY)			*					*	*	*
Manhattanville College (NY)		*	*		*	*	*	*		
Marian College (IN)						*	*			*
Marian College of Fond du luc (WI)								*	*	*
Marietta College (OH)					*		*	*		*
Marist College (NY)	*	*	*	**	**		**	**	**	*
Marquette University (WI)							*	*		
Mars Hill College (NC)	*			*	*	*	*	*	*	*
Martin Methodist College (TN)							*			
MARY BALDWIN COLLEGE (VA)	*	*	*	*	*	*	*	*	*	*
Mary Crest College (IA)						*		*	*	
Marygrove College (MI)	*			*						
Maryknoll School of Theology (NY)			*	*	*	*	*		*	*
MARYMOUNT COLLEGE (NY)	*	*	*	**	**	**	**	**	**	**
Marymount College of Kansas City (KS)							*			
Marymount College, Palos Verdes (CA)							*		*	
Marymount Manhattan College (NY)	*	*	*	*	*		*			
Marymount University (VA)					**		**			
Maryville College (TN)	*	*	*	*	*	*	*			
Maryville College St. Louis (MO)	*	*	*			*	*	*	*	*
MARYWOOD COLLEGE (PA)	*	*	*	*	*	*	*	*	*	*
Massachusetts College of Pharmacy and Allied Health Sciences (MA)				*	*					
Massachusetts Institute of Technology (MA)			*		*	*	*		*	*
McKendree College (IL)	*		*	*	*					*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
McMurray College (TX)	*									
McPherson College (KS)		*	*	*		*	*	*	*	
Meadville/Lombard Theological School (IL)					*					*
Medaille College (NY)									*	*
Medical College of Wisconsin (WI)	*									
Memphis Theological Seminary (TN)					*	*	*	*	*	*
Menlo College (CA)									*	
Mennonite Brethren Biblical Seminary (CA)			*	*						
Mercer University (GA)			*	*	*			*	*	*
Mercy College (NY)		*			*		*	*	*	
Mercy College of Detroit (MI)	*	*	*	*	*	*	*	*		
Mercyhurst College (PA)			*	*		*	*			
Meredith College (NC)	*	*		*	*	*	*	*	*	*
MERRIMACK COLLEGE (MA)	*	*	*	*	*	*	*	*	*	*
Michigan Christian College (MI)								*		
Mid-America Bible College (OK)					*					
Mid-America Nazarene College (KS)	*									
Mid-Continent Baptist Bible College (KY)									*	*
Mid-South Bible College (TN)					*	*				
Midland Lutheran College (NE)	*			*	*	*	*		*	*
Midway College (KY)									*	*
Midwestern Baptist Theological Seminary (MO)								*		
Milligan College (TN)								*	*	*
Millikin University (IL)	*	*	*	*	*		*	*	*	
Mills College (CA)		*						*	*	*
Millsaps College (MS)				*	*		*			
Milwaukee School of Engineering (WI)			*	*	*	*				
Minneapolis College of Art and Design (MN)	*		*	*				*		
Minnesota Bible College (MN)			*							
Missouri Baptist College (MO)			*	*	*		*	*		*
Missouri Valley College (MO)						*				
Mitchell College (CT)							**			
Mobile College (AL)								*	*	*
Molloy College (NY)	*	*		*	*	*				
Monmouth College (NJ)	*	*			**	**	**	**	**	**
Monterey Institute of International Studies (CA)				*						
Montreat-Anderson College (NC)							*		*	*
Moody Bible Institute (IL)									*	
MORAVIAN COLLEGE (PA)	*	*	*	*	*	*	*	*	*	*
Morningside College (IA)		*		*	*	*			*	*
Morris Brown College (GA)	*	*		*	*			*		*
Mount Angel Seminary (OR)										*
Mount Marty College (SD)	*	*	*	*	*					
Mount Mary College (WI)	*	*	*	*	*	*	*	*	*	
Mount Mercy College (IA)	*		*	*	*	*	*	*	*	*
Mount Saint Mary's College (MD)		*	*		*	*	*	*		
Mount Senario College (WI)		*	*			*				
Mount St. Clare College (IA)		*	*		*	*	*	*		
Mount St. Mary's College (CA)	*			*		*	*	*		
Mount Union College (OH)					*	*	**	*	*	*
Mount Vernon College (DC)	*	*	*	*	*		*	*	*	
Mount Vernon Nazarene College (OH)				*		*	*	*	*	

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
Mt. Angel Seminary (OR)					*	*				*
Mulhenberg College (PA)							*	*	*	*
Mundelein College (IL)	*	*								
Muskegon College (MI)							*			
Muskingum College (OH)		*		*	*	*	*	*	*	*
Nashotah House (WI)									*	
National College (SD)								**		*
National College of Education (IL)						*				
Nazarene Theological Seminary (MO)			*	*	*	*	*	*	*	*
Nazareth College (MI)	*	*	*	*	*	*	*	*	*	
Nazareth College of Rochester (NY)		*	*		*					
Nebraska Wesleyan University (NE)	*									
Neumann College (PA)		*	*	*	*	*	*	*	*	*
New Brunswick Theological Seminary (NJ)			*						*	
New England College (NH)			*	*			*	*	*	
New England Institute of Technology (RI)						*				
New Hampshire College (NH)							*	*	*	*
New York Institute of Technology (NY)					**	**	**			**
New York Theological Seminary (NY)				*		*			*	*
Newberry College (SC)		*	*	**						*
Niagara University (NY)						**	**		**	**
Nichols College (MA)			*							
North Carolina Wesleyan College (NC)	*	*				*				
North Central College (IL)		*	*	*	*	*	*	*	*	*
North Park College and Theological Seminary (IL)	*	*	*	*		*				*
Northeastern Bible College (NJ)					*					
Northeastern College (MN)									*	
Northeastern University (MA)			*		*	*		*	*	
Northern Baptist Theological Seminary (IL)				*			*			*
Northland College (WI)				**	**	**	*	**	**	**
Northrop University (CA)			*	*		*			*	
Northwest Bible College (ND)					*					
Northwest Christian College (OR)					*					
Northwest College (WA)									*	
Northwest Nazarene College (ID)					*				*	*
Northwestern College (IA)		*	*	*	*	*	*	*	*	*
Northwestern College (MN)	*	*	*	*	*		*	*		*
Northwestern University (IL)		*								
Norwich University (VT)		*		*	*	*	*	*	*	*
Notre Dame College (NH)	*		*		*			*		*
Notre Dame College (OH)			*	*	*	*		*	*	*
Notre Dame Seminary (LA)					*			*		*
Nyack College (NY)							*			
Oakwood College (AL)			*	*	*	*	*		*	*
Oberlin College (OH)					*	*	*			
Occidental College (CA)								*	*	*
Oglethorpe University (GA)	*			*	*				*	*
Ohio Dominican College (OH)	*		*							
Ohio Northern University (OH)		*		*	*		*	*	*	*
Ohio Wesleyan (OH)									*	*
Oklahoma Baptist University (OK)	*	*	*	*	*	*			*	*
Oklahoma Christian University (OK)		*	*	*					*	
Oklahoma City University (OK)								*		

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
Olivet College (MI)			*				*	*	*	*
Olivet Nazarene College (IL)	*						*		*	
Open Bible College (IA)			*							
Oregon Graduate Center (OR)						*		*		
Ottawa University (KS)		*		*	*	*	*	*	*	*
Otterbein College (OH)		*	*		*	*	*	*		*
Ouachita Baptist University (AK)								*		
Our Lady of Holy Cross College (LA)		*	*	*	*		*	*	*	*
Our Lady of the Lake University (TX)	*			*	*	*		*	*	*
Pace University (NY)						*	*		*	*
Pacific Christian College (CA)				*						
Pacific Lutheran University (WA)	*								*	
Pacific School of Religion (CA)										*
Pacific Union College (CA)								*	*	
Pacific University, College of Arts and Sciences (OR)	*							*		*
Paine College (GA)	*				*			*		*
Palm Beach Atlantic College (FL)		*			*	*	*	*	*	*
Park College (MO)	*	*		**	**			**	**	**
Parks College of St. Louis University (IL)				*	*			*	*	
Patten College (CA)			*		*					
Pennsylvania College of Optometry (PA)	*									
Pepperdine University (CA)	*		*	*	*	*	*	*	*	*
Pfeiffer College (NC)			*				*			*
Philander Smith College (AR)									*	
Philadelphia College of Art (PA)				*						
Philadelphia College of Bible (PA)			*		*					*
Philadelphia College of Performing Arts (PA)				*						
Philadelphia College of Textiles and Science (PA)				*			*	*		*
Phillips University (OK)	*	*	*	*		*				*
Piedmont Bible College (NC)					*					
Piedmont College (GA)				*	*	*	*	*		
Pikeville College (KY)		*	*	*	*	*	*	*	*	*
Pine Manor College (MA)									*	*
Pittsburgh Theological Seminary (PA)				*		*			*	*
Point Loma Nazarene College (CA)	*	*	*	*		*	*			
Point Park College (PA)	*						*	*	*	*
Polytechnic University (NY)			*	*	*	*		*		
Pomona College (CA)								*		
Post College (CT)	*		*				*			
Pratt Institute (NY)					**	**				
Presbyterian College (SC)	*	*		*	*	*	*	*	*	*
Presbyterian School of Christian Education (VA)			*	*	*		*			
Presentation College (SD)										*
Princeton Theological Seminary (NJ)	*			*		*			*	
Principia College (IL)	*		*	*	*	*	*	*	*	
Providence College (RI)					**		**		**	**
Queens College (NC)		*			*					
Quincy College (IL)		*	*	*	*		*	*	*	*
Quinnipiac College (CT)	*	*	**	**		**			**	**
Randolph-Macon College (VA)	*	*	*	*			*	*	*	
Randolph-Macon Woman's College (VA)	*		*	*	*	*		*	*	*
Reed College (OR)		*	*	*	*	*	*	*	*	*
Reformed Bible College (MI)			*	*	*	*	*	*	*	*
Reformed Theological Seminary (MS)				*		*	*		*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
Regent University (VA)						*			*	*
Regis College (CO)	*	*	**	**			**	**	**	
Regis College (MA)	*	*		*	*	*	*	*	*	*
Reinhardt College (GA)									*	
Rensselaer Polytechnic Institute (NY)	*		*	*	*	*	*	*	*	
Rhode Island School of Design (RI)			**	**	**			**		
Rhodes College (TN)		*		*			*	*	*	*
Rider College (NJ)	*	*	**	**	**	**	**	**	**	
Ripon College (WI)		*		*	*	*			*	*
Rivier College (NH)				*	*	*	*		*	*
Roanoke College (VA)					*	*	*	*	*	*
Robert Morris College (PA)	*					**			**	
Rochester Institute of Technology (NY)				*		*	*		*	*
Rockford College (IL)	*	*	*	*	*	*	*	*		*
Rockhurst College (MO)		*	*	*	*	*	*	*	*	*
Rockmont College (CO)			*							
Rocky Mountain College (MT)				*	*	*	*	*	*	*
Rollins College (FL)	*					*	*	*	*	*
Roosevelt University (IL)	*		*	*	*	*	*		*	*
Rosary College (IL)							*	*	*	*
Rose-Hulman Institute of Technology (IN)			*	*	*	*	*	*	*	
Rosemont College (PA)						*				
Rosemont College of the Holy Child Jesus (PA)	*	*								
Russell Sage College (NY)				*	*	*	*	*	*	
Rust College (MS)	*			*	*					
Sacred Heart College (NC)		*	*	*	*					
Sacred Heart Major Seminary (MI)										*
Sacred Heart University (CT)	*		*	*	*			*	*	*
Saint Anselm College (NH)	*	*	*							
Saint Augustine's College (NC)			*							
Saint Francis College (PA)						*	*	*	*	*
Saint John's University (MN)		*		**	**	*		*	*	
SAINT JOSEPH COLLEGE (CT)	*	*	*	*	*	*	*	*	*	*
Saint Joseph's College (CA)			*							
Saint Joseph's College (IN)	*	*			*	*	*	*	*	*
Saint Joseph's College (ME)							*		*	*
Saint Joseph's University (PA)								*	*	*
Saint Leo College (FL)		*				**	**			**
Saint Martin's College (WA)		*	*				*		*	*
Saint Mary College (KS)		*	*	*	*	*	*		*	*
Saint Mary-of-the-Woods College (IN)										*
Saint Mary's College (IN)	*							*	*	
Saint Mary's College (MI)					*			*		*
Saint Mary's College (MN)	*		*	*	*			*		*
Saint Mary's College of California (CA)					*		*	*	*	*
Saint Meinrad College (IN)					*	*	*	*	*	*
Saint Meinrad School of Theology (IN)							*	*	*	*
Saint Michael's College (VT)			*	*	*	*		*		*
Saint Paul School of Theology (MO)						*	*	*		
Saint Paul's College (VA)		*	*		*			—		
Saint Peter's College (NJ)	*	*	*	*		*				*
Saint Thomas Theological Seminary (CO)			*	*				*		
Saint Vincent College (PA)	*	*	*	*	*	*	*		*	*
Saint Xavier College (IL)		*			*	*				

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
Salem College (NC)		*	*	*	*	*	*	*	*	*
Salem College (WV)		*		*			*			*
Salve Regina College (RI)	*	*		**	*	*	*		*	*
Samford University (AL)				*			*		*	*
San Jose Bible College (CA)				*						
Santa Clara University (CA)				*		*	*	*	*	*
Sarah Lawrence College (NY)	*									
Saybrook Institute (CA)						*				
Scarritt Graduate School (TN)		*		*	*					
School for International Training of the Experiment in International Living (VT)			*							
School of the Art Institute of Chicago, The (IL)			*	*						
School of the Ozarks, The (MO)	*	*	*	*	*	*	*	*		
School of Theology at Claremont (CA)				*					*	
Schreiner College (TX)					*		*	*	*	*
Scripps College (CA)			*		*		*	*	*	*
Seabury-Western Theological Seminary (IL)			*			*				
Seattle Pacific University (WA)	*		**	**	*	*	*	*	*	*
SEATTLE UNIVERSITY (WA)	*	*	*	*	*	*	*	*	*	*
Seton Hall University (NJ)				**						
SETON HILL COLLEGE (PA)	*	*	*	*	*	*	*	*	*	*
Shaw University (NC)									*	
Sheldon Jackson College (AK)				*	*					
Shenandoah College & Conservatory of Music (VA)	*									
Shorter College (AR)							*			
Shorter College (GA)					*	*	*	*	*	*
Siena College (NY)	*	*	*	*	*	*	*	*		
SIENA HEIGHTS COLLEGE (MI)	*	*	*	*	*	*	*	*	*	*
Simpson College (CA)		*	*						*	*
SIMPSON COLLEGE (IA)	*	*	*	*	*	*	*	*	*	*
Sioux Falls College (SD)		*			*	*			*	*
Skidmore College (NY)			*	*	*	*	*	*	*	*
Smith College (MA)					*		*			
Southeastern Baptist Theological Seminary (NC)					*	**			*	*
Southeastern Bible College (AL)				*						
Southeastern University (DC)				*	*				*	
Southern California College (CA)		*	*		*	*	*	*	*	*
Southern College of Seventh-Day Adventists (TN)		*				*	*	*	*	*
Southern Methodist University (TX)	*	*	*		*	*				
Southwest Baptist University (MO)			*	*	*					
Southwestern Adventist College (TX)			*							
Southwestern Assemblies of God College (TX)			*	*	*	*	*	*	*	*
Southwestern College (KS)	*	*	*		*	*				
Southwestern University (TX)	*	*								*
Spalding University (KY)		*	*	*	*	*	*	*	*	
Spelman College (GA)		*		*		*				
Spring Arbor College (MI)					*	*	*			*
Spring Garden College (PA)							**			
Spring Hill College (AL)		*	*				*	*	*	*
Springfield College (MA)		*	*	*	*	*	*	*	*	
St. Ambrose University (IA)						*		*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
St. Andrews Presbyterian College (NC)		★						★		
St. Bonaventure University (NY)		★		★	★	★	★	★	★	★
St. Catherine College, Inc. (KY)								★		
St. Edward's University (TX)	★		★	★	★	★	★	★	★	★
St. Francis College (NY)		★	★	★	★	★	★	★	★	★
St. John Fisher College (NY)						★			★	★
St. John Vianney College Seminary (FL)			★		★		★			
St. John's Provincial Seminary (MI)						★				
St. John's University (NY)	★									
St. Joseph's College (NY)							★	★		
St. Lawrence University (NY)				★						
St. Mary of the Plains College (KS)						★				★
St. Mary's College of California (CA)	★	★	★	★		★				
St. Mary's Dominican College (LA)	★	★								
St. Mary's Seminary College (MO)			★							
St. Mary's University (TX)		★	★	★	★	★	★	★	★	★
ST. NORBERT COLLEGE (WI)	★	★	★	★	★	★	★	★	★	★
St. Olaf College (MN)							★	★	★	★
St. Patricks Seminary (CA)										★
St. Paul Bible College (MN)	★				★	★				★
St. Thomas University (FL)									★	★
St. Vincent de Paul Regional Seminary (FL)									★	
Stanford University (CA)							★		★	★
Starr King School for the Ministry (CA)								★		
Stephens College (MO)	★									
Sterling College (KS)							★			
Stetson University (FL)					★					★
Stevens Institute of Technology (NJ)			★	★	★	★	★	★		
Stillman College (AL)				★	★		★	★	★	
Strayer College (DC)	★					★	★			
SUFFOLK UNIVERSITY (MA)	★	★	★	★	★	★	★	★	★	★
Summit Christian College (IN)								★	★	★
Suomi College (MI)									★	
Susquehanna University (PA)	★		★	★	★	★	★	★	★	★
Sweet Briar College (VA)	★	★			★	★				
Syracuse University (NY)	★	★	★		★	★	★		★	
Tabor College (KS)		★	★	★		★	★	★	★	★
Taccoa Falls College (GA)									★	
Talladega College (AL)			★		★		★	★		
Taylor University (IN)		★	★	★	★	★	★	★		★
Teacher's College, Columbia University (NY)								★	★	★
Teikyo Marycrest University (IA)										★
Teikyo Post University (CT)									★	★
Teikyo Westmor University (IA)									★	
Tennessee Temple University (TN)								★		
Tennessee Wesleyan College (TN)				★			★			
Texas Christian University (TX)		★	★	★	★	★	★	★	★	★
Texas College (TX)		★								
Texas Lutheran College (TX)		★		★	★	★	★		★	
The Master's College (CA)										★
The Sage College (NY)										★
Thiel College (PA)		★					★	★	★	
Thomas College (ME)	★		★	★	★	★				★
Thomas Jefferson University (PA)										★

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
Thomas More College (KY)		★	★				★	★	★	
Tiffin University (OH)				★		★	★		★	
Tift College (GA)				★						
Tougaloo College (MS)			★						★	
Transylvania University (KY)	★	★	★		★	★		★	★	★
Tri-State University (IN)		★		★	★	★	★	★	★	★
Trinity Christian College (IL)			★	★	★	★				
Trinity College (CT)		★					★			
Trinity College (DC)	★	★	★		★		★	★		
Trinity College (IL)	★	★								
Trinity College of Vermont (VT)	★	★	★	★	★	★	★	★		★
Trinity Episcopal School for Ministry (PA)						★				
Trinity Lutheran Seminary (OH)				★	★	★	★			★
Trinity University (TX)	★	★	★	★	★	★	★	★		
Tufts University (MA)						★★		★	★	★
Tulane University (LA)	★		★	★	★	★	★			
Tusculum College (TN)								★	★	
Tuskegee University (AL)	★		★						★	
U.S. Sports Academy (AL)								★		
Union College (KY)			★							
Union College (NE)								★		★
Union Institute, The (OH)										
Union University (TN)								★	★	★
Union Theological Seminary (NY)									★	
Union Theological Seminary in Virginia (VA)			★					★	★	★
United Theological Seminary of the Twin Cities (MN)			★	★	★	★		★	★	
Unity College (ME)	★					★	★		★	
Universidad Adventista de Las Antillas (PR)								★		★
Universidad Central de Bayamon (PR)			★							
University of Bridgeport (CT)						★★	★★	★★	★★	★★
University of Central Texas (TX)								★	★	★
University of Charleston, The (WV)					★			★	★	★
University of Dallas (TX)		★	★	★		★	★	★	★	★
UNIVERSITY OF DAYTON (OH)	★	★	★	★	★	★	★	★	★	★
University of Denver (CO)	★					★	★	★	★	★
University of Detroit (MI)	★		★★	★	★★	★★	★★	★★		
University of Detroit Mercy (MI)										★★
University of Dubuque (IA)		★	★★		★★	★★	★	★	★	★
University of Evansville (IN)				★		★	★	★	★	★
University of Findlay, The (OH)	★	★			★	★	★	★		★
University of Hartford (CT)			★		★	★		★	★	★
University of Indianapolis (IN)						★				
University of Judaism (CA)			★		★	★				
UNIVERSITY OF LA VERNE (CA)	★	★	★	★	★	★	★	★	★	★
University of Mary Hardin Baylor (TX)		★								
UNIVERSITY OF MIAMI (FL)	★	★	★	★	★	★	★	★	★	★
University of New England College (ME)		★					★	★		★
University of New Haven (CT)		★				★	★	★	★	★
University of Pennsylvania (PA)	★									
UNIVERSITY OF PORTLAND (OR)	★	★	★	★	★	★	★	★	★	★
University of Puget Sound (WA)				★						
University of Redlands (CA)			★			★		★	★	★
University of Richmond (VA)			★	★	★	★	★	★	★	
University of Rio Grande (OH)		★★			★★	★★	★★	★★	★★	★

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
UNIVERSITY OF SAN DIEGO (CA)	*	*	*	*	*	*	*	*	*	*
University of San Francisco (CA)		*					**		**	**
University of Santa Clara (CA)	*	*	*							
University of Scranton (PA)	*	*	*	**	**					
University of St. Thomas (MN)									*	*
University of St. Thomas (TX)			*	*	*	*	*		*	*
University of Tampa (FL)	*	*	*	*		*	*	*		*
University of the Arts, The (PA)								*		
University of the Ozarks (AR)		*		*		*			*	*
University of the Pacific (CA)								*		*
University of the Sacred Heart (PR)	*	*	*							
University of the South, The (TN)		*	*	*	*	*	*	*	*	
University of Tulsa (OK)		*	*	*	*			*	*	*
Upper Iowa University (IA)						*	*		*	*
Upsala College (NJ)	*		*		*	*			*	*
Urbana University (OH)			*		*	*				*
Ursuline College (OH)	*	*	*	*	*	*	*			*
Utica College of Syracuse University (NY)			**			**	**	**		
Valparaiso University (IN)		*	*	*	*	*	*	*	*	*
Vassar College (NY)	*		*		*				*	*
Villa Maria College (NJ)	*	*	*	*	*	*	*		*	
Villanova University (PA)									*	*
Virginia Intermont College (VA)						*	*	*		*
Virginia Union University (VA)		*	*		*					
Virginia Wesleyan College (VA)	*									
VITERBO COLLEGE (WI)	*	*	*	*	*	*	*	*	*	*
Voorhees College (SC)	*			*	*					
Wabash College (IN)	*	*	*		*					
Wagner College (NY)		*			*	*				
Walla Walla College (WA)				*						
Walsh College (OH)	*	*	*	**	**	*	*	*	*	
Walsh College (MI)			*				*	*	*	*
Warner Pacific College (OR)		*		*	*					
Warner Southern College (FL)		*	*	*			*	*	*	
Wartburg College (IA)			*	*	*	*	*			*
Wartburg Theological Seminary (IA)			*	*	*	*			*	*
WASHINGTON AND JEFFERSON COLLEGE (PA)	*	*	*	*	*	*	*	*	*	*
Washington and Lee University (VA)		*		*	*	*	*		*	
Washington Bible College (MD)			*	*	*	*	*	*	*	*
Washington College (MD)						*	*	*	*	*
Washington Theological Union (MD)					*					
Wayland Baptist University (TX)										*
Waynesburg College (PA)	*	*	*	*			*	*	*	*
Webb Institute of Naval Architecture (NY)			*	*						
Webber College (FL)									*	*
Wells College (NY)							*			
Wentworth Institute of Technology (MA)	*			**				**		
Wesley College (DE)					*	*	*		*	
Wesley College (MS)							*			
Wesley Theological Seminary (DC)						*	*			
Wesleyan College (GA)				*	*	**		*	*	
Wesleyan University (CT)			*		*	*	*			
West Virginia Wesleyan College (WV)	*	*	*	*	*		*	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
Western Baptist College (OR)		*		*		*	*	*	*	*
Western Bible College (CO)			*							
Western Conservative Baptist Seminary (AZ)										*
Western Conservative Baptist Seminary (CA)										*
Western Conservative Baptist Seminary (OR)	*		*	*	*		*		*	*
Western Evangelical Seminary (OR)										*
Western Maryland College (MD)		*	*	*	*	*	*	*	*	*
Western New England College (MA)		*	*	*		*		**		*
Western Theological Seminary (MN)							*			
Westmar College (IA)	*	*	*	*	*	*	*	*		
Westminster Choir College (NJ)								*		
Westminster College (PA)							*	*	*	
Westminster College (MO)						*	*			*
Westminster College of Salt Lake City (UT)		*	*	*	*	*	*	*	*	*
Westminster Theological Seminary (PA)			*		*	*	*	*	*	*
Weston School of Theology (MA)					*		*	*	*	*
Wheaton College (IL)					*					
Wheaton College (MA)				*		*			*	*
Wheeling College (OH)		*								
Wheeling College (WV)	*		*		*	*				
Wheeling Jesuit College (WV)							*	*	*	*
WHITMAN COLLEGE (WA)	*	*	*	*	*	*	*	*	*	*
Whittier College (CA)		*	*	*	*	*			*	*
Whitworth College (WA)							*	*	*	*
Widener University (PA)	*	*	*		*	*		*	*	*
Wilberforce University (OH)				**	**					
Wiley College (TX)						*		*		
Wilkes University (PA)	*	*		*			*	*	*	*
WILLIAM JEWELL COLLEGE (MO)	*	*	*	*	*	*	*	*	*	*
William March Rice University (TX)	*	*	*	*	*	*				
William Penn College (IA)	*	*	*	*	*	*	*	*		*
Williams Baptist College (AR)									*	
Williams College (MA)		*								
Wilmington College (DE)		*		*			*		*	*
Wilmington College (OH)	*	*	*		*	*	*	*	*	
Wilson College (PA)		*		*	*	*				
Wingate College (NC)			*	*	*		*	*	*	*
Wisconsin Lutheran College (WI)									*	*
Woodbury University (CA)					*	*			*	*
Worcester Polytechnic Institute (MA)	*		*		*	*		*	*	*
Wittenburg University (OH)	*	*	*	**	**	**	*	*		
Xavier University (OH)	*	*	*			*	*	*		*
Yale University (CT)						*				
York College of Pennsylvania (PA)		*	*		*	*	*			*
	299	355	451	440	478	475	470	460	494	517

TOTAL NUMBER OF COLLEGES AND UNIVERSITIES WHICH PARTICIPATED IN THE SURVEY FOR THE FIRST TIME DURING 91-92: 23

TOTAL NUMBER OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN THE SURVEY AT LEAST ONCE DURING THE TEN YEARS OF THE SURVEY: 990.

TOTAL OF NUMBER PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN EACH OF THE TEN YEARS OF THE SURVEY: 47.

CUPA 1991-92 Private Faculty Salary Survey Special Study Order Form

To avoid delays in processing your order, please follow these instructions:

1. Read through the entire form before completing your request.
2. Print or type all information.
3. Use a SEPARATE FORM for each study ordered.
4. All requests for Special Studies must include payment by check made payable to CUPA or purchase order number (CUPA members only).
5. Mail orders with payment to CUPA Special Studies, 1233 20th Street, NW, Suite 503, Washington, DC 20036, FAX (202) 429-0149 and a copy of the request to: Mr. Lee Tarrant, Institutional Research, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078, FAX (405) 744-8871. To maintain confidentiality of data, all requests for Data Display #1 must be pre-approved. CUPA reserves the right to refuse a special studies request. If you have any questions, contact CUPA at (202) 429-0311., Ext. 18.

Note: The information below only applies to the 1991-92 survey year and is subject to change without notice.

Normally, studies will be returned within two weeks after the request and payment have been received by the CUPA national office. Fees for standard studies are as follows,

Please check the category you fall under:

- ❑ $250 - CUPA members who participated in the 1991-92 study;
- ❑ $340- CUPA members who did not participate in the 1991-92 study and non-members who did participate;
- ❑ $425 - CUPA non-member institutions who did not participate in the study and other non-profit organizations;
- ❑ $575 - All others.

Name_____Title_____

Institution_____

Address_____

City,State,ZIP_____Phone( )_____

Did your institution participate in the 1991-92 survey? ____Yes ____No
Is your institution a member of CUPA? ____Yes ____No

Types of Data Displays (Use a separate sheet for additional requests. Refer to pages 1 and 4 of the survey report for a complete explanation of the studies.)

(Please check only one)

____1. Salary Display by average, high, and low salaries (Because this salary display includes specific institutional data for the requesting institution, all orders must be accompanied by a letter of authorization from the President or his or her designated representative on institutional letterhead. Submit all requests in writing to: Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX (704)262-2126, in addition to submitting to CUPA).

____2. Percentile Rank (PR) Display

____3. Salary Trend Display(Comparison between two survey year's data-only those institutions that have participated in each of the years requesting)

____4. Other Trend Displays (please specify on a separate sheet; add'l costs may be incurred)

____5. Other (please explain on a separate sheet; add'l may be incurred)

If you wish to receive a display based on general institutional characteristics, please complete Section I. If you wish to specify institutions, please complete Section II.

Section I

1. Classification

   4-Year College_____ University_____ All_____

2. Source of Support

   Public_____ Private, religious_____ Private, Independent_____

3. General Budget

   Less than $_____ More than $_____

4. FTE Enrollment

   Less than _____ More than _____

5. FTE Faculty

   Less than _____ More than _____

6. Geographic Area—States (please do not abbreviate)

Section II

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the Faculty Salary Survey. Please see Appendix B, "List of Participating Institutions," to ensure that the desired institutions did participate. To maintain confidentiality of the data, you must select at least 10 institutions. Only positions reporting three or more data elements in each cell will be made available.

List institutions on a separate sheet. Please type or print clearly to avoid delays in processing your order.

Please forward your request (be sure to include check or purchase order number) to: CUPA Special Studies,1233 20th Street, NW, Suite 503, Washington, DC 20036.

Send a copy of the completed form only to: Mr. Lee Tarrant, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078. FAX (405) 744-8871.

All requests for Data Display #1 must be sent to Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX (704) 262-2126.